

U. S. Army Cadet Command

Western Region Workshop

MG W. Montague Winfield





Train to Lead!

We Commission!

We Motivate!



Hot Issues

- Budget- GPC purchases up to \$2,500 must be approved
- Increased funds for both scholarships and training ove
- Manpower- MP2, GWOT & Funding for Contractors
- Brigade Clusters- Know your program; some do not!
- 2.5 Year Scholarship- Only to be used after LTC; 5 Semester Option
- ACUs- All Cadets can wear ACUs; MSIIIs & MSIVs supplied this FY
- 1300 LTC- Goal for Summer FY07; recruit now
- MSIV/2LTs- Maintain "perishable skills": APFT, OPORD, TLPs, BRM &
 LN
- ComTek- There are NO Waivers; new contract reduces experience from 8/6 to 6/4
- Retirement Awards- Must reflect appropriate level of achievement & responsibility
- Vision 2015- RAND brief in late November; moving towards growth centers

4

- Sandhurst- No USACC sponsorship (resources or Cadre). School sponsored, joint service teams only. CoS Memo 31 Oct.
- FM 6-22- Will change Cadet evaluation: phased implementation:

Did you Know?

- Gym/Parking Fees- Paid in FY07; but FY08 is in question
- ADSO- NLT 1 Dec 06 enter desires for ADSO for Grad School in

CCIMS

- Three-Semester option- Prefer LTC; do not migrate MS09 Cadets into MS08
- MTF Appointments- "ROTC applicants have same priority as Active Duty"
- Working towards 60% Progression Market & 40% Lateral Entry;
 80% Commissioning Cohort on Scholarship (depends on funding)
- Campus Based Scholarships- No requirement for SAT/ACT scores; use
 GPA
- Language Courses- Free Rosetta Stone through AKO for contracted
 Cadets
- CPFT, CTLT, GCM, RC, and 2xFTX- All funded in FY07; 28% in over 2005
- Awards Flags and Radges Cadet can wear earned hadges den't mix

Command 2006 Successes

Western and Eastern Region PMSs & Bde Commanders

- HEROES!
- Commissioned 4050, Resourced for 3900 (DA G1 Mission 4500)
- Opening Enrollment = 26,500+; Increase of 2,200+ Cadets
- LDAC 4,046 Graduates; safe, world class assessment and development
- LTC 1,102 Graduates; safe, high quality warrior tra
- Grad School for ADSO = 223 to date; have until 1 Description
 Cadet Command Staff
- Earlier release of National OML
- Earlier release of Branching Board
- Reduced Out-of-Tolerance Disensellment list by 80%
- Increased scholarship Cadets to meet 60% producti
- SOCC trained 840 Cadre
- Successfully fought-off TAA13; retained 378 Cadre
- CPFT and CTLT trained 2700 Cadets
- Closed-out FY 06 at 100% spent \$483M
- 300 RC GBRs approved for FY 2007
- Lean Six Sigma Events
- Restructured JROTC to improve Bde C2 from 14 to 1
- Conducted 2nd Annual George C. Marshall JROTC Sylfunded)
- Automated ProMs Phase I and BCFS (Dec 2006)



Working Incentives:

- Officer Loan Repayment
- LTC Bonus \$5k (not funded)

Command Priorities

- Enforce standards Safely
- Make mission with the highest Quality leaders (SALs)
 - Ensure Diversity that reflect our Nation and Army Objectives
 - Diversify sources of entry, yet focus on the Progression Model
- Develop competent, professional leaders that instill the Army Values, Warrior Ethos, and Esprit de Corps
- Retain and Commission quality Cadets
- Select, develop, and maintain competent, committed Cadre (Military, DA Civilian, and Contractor)
- Partner with and promote the Reserve Components
- Modernize equipment to IMT standards
- Sustain and support JROTC as one of America's Premier Citizenship Programs
- Seamlessly execute BRAC and program realignments
- Continually improve command & staff coordination



Scholarship: 2.5 Year & Allocations

2 1/2 Year scholarships for LTC 2007

2.5 year LTC scholarship. Last year by mistake, the scholarship was allowed to be activated before the applicant went to LTC. This occurred due to a mis-communication in the Incentives division.

When it was discovered, it was discussed with the Command Judge Advocate. It was determined that this

should not have been allowed as there is no basis for enrollment. However, the mistake was discovered

late in the offer season, it was determined by the CJA to allow this occur for SY 05-06. This would prevent

having to pursue disenrollment proceedings for the cadets contracted in error. Incentives Division pledged

to not allow the mistake again in SY 06-07. Actually, 2.5 year scholarships have been allowed for LTC graduates for several years, however until last year it was always for after the completion of LTC.

Scholarship funding/allocations in general. For example: a "high dollar" scholarship Brigades, only

has funding to 28% of Cadets on scholarships

9th Brigade's MS 11 Production Mission is 362. The Bde's FY 08 MS 11 scholarship allocation is 177 scholarships (103 4-yr and 74 3-yr AD) which funds 49% of the Bde's mission. This figure is on par with funding being provided to every other Bde in FY 08 against MS 11. As we build the MS 11 cohort we have to consider that we have several more years ahead of us. The distribution model we're using indicates that the 9th Bde has historically been funded with an

G4/8 "Did You Know" Issues

Ranger Challenge:

- -- Funding above FY 06 level of effort
- -- Email Oct 06 with \$ amounts to each Region

Brigade Standardized Training Budgets (STB):

- -- Will fund 100% of the STB
- -- Funding distribution not yet finalized

Support Installation/BN FTX Funding:

- -- Will fund 100% of the template level for FTX requirements at each support installation
- -- Funding distribution not yet finalized
- <u>Cadet Rank (velcro) for ACU</u>: Awaiting approval from Army G1, CSM Easley. Once received, G4/8 will notify all BNs to order from contract vendor list provided by DCSPIL, TRADOC.

Parking & GYM Fees:

- -- SY 06-07 requests supported with FY 06 \$ (cross FY)
- -- Requests due by 15 Aug 06; still receiving requests based on contract renewal date (must use FY 07 \$)
 - -- SY 07-08 support is in question, will determine if we can support by 1 Jun 06
- <u>University/College Agreement with Secretary of Army (DA Form 918a):</u> All Brigade Commander's and PMS's must be aware of contract requirements of University/ College to support the ROTC unit.

Army Combat Uniform/Flag

Backup history as of 2 Nov 06: Timeline on ACUs:

- 1. DA initial message ALARACT 078/2005, subject: Army Combat Uniform (ACU) Ensemble, Paragraph 8. The ACU mandatory possession dates (MPD) are as follows:
- 4 each ACU by APR 2010 (ROTC).
- 2. April 06, USAAC and USACC G4/8 had a conference call to initiate the acquisition of ACUs for SROTC. Decision was to do a test of 2 brigades for purchase of ACU's for MS III and IV's only. (Conducted at 7th and 13th Brigades)
- 3. Memorandum, signed by COL Garcia, 25 July 2006, subject: Implementing Instructions for Senior Reserve Officers' Training Corps (SROTC) Cadet Wear of the Army Combat Uniform (ACU) memorandum to Region Commanders. Fielding will be for MS III's and IV's. (Email from CofS, 27 July 06).
- 4. 26 Sep 2006: G4/8 coordinated with Eastern Rgn HQs and requisitioned 10,750 ACUs (coats/trousers) and 20,000 velcro US Flag with FY06 year end funds. Due to lateness of FY, all items were ordered to be initially shipped to Eastern Region.
- 5. Current status of ACUs is "prepared for shipment, but no date of release as of 2 Nov 06."



VCSA Contract/GPC Guidance

Sec Army memo, dated 23 Feb 06, began the process of restricting use of OMA funds.

TRADOC memo, dated 23 Mar 06, published specific guidance on all contract actions, <u>regardless of dollar amount</u>. It delegated approval authority for Cadet Command to the USAAC Cdr.

USAAC memo, undated, reiterated the TRADOC guidance, and included the statement that the guidance includes GPC transactions.

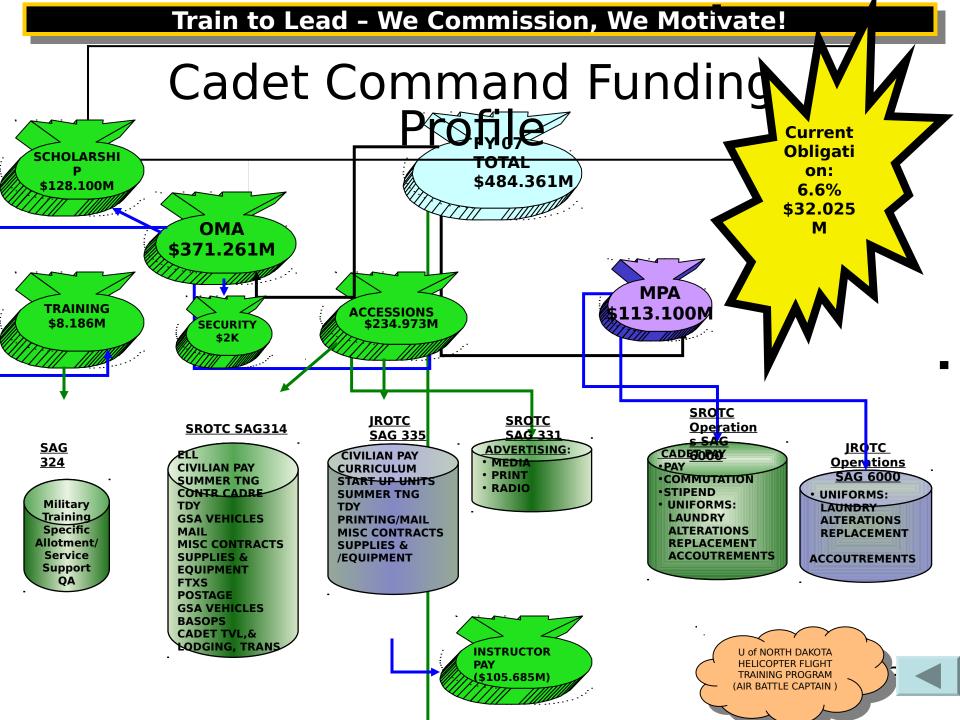
Email, dated 26 May 06, from VCSA, added more restrictions. Supply requests were to be limited to critical items only effective 26 May, and effective 15 June **the use of the GPC was suspended** for OMA funded purchases.

Email, dated 27 Jun 06, from BG Rogers (USAAC DCG) provided USAAC implementation of latest guidance received. He specifically mentioned forwarding **GPC requests for services will be forwarded to LTG Van Antwerp** for approval. Supply requests could be approved by the first O-6/GS15 in the Chain of Command. Exception: An O-5 can approve, provided that O-5 is the Acting Commander.

<u>Email, dated 21 Aug 06, from DSCRM, TRADOC</u> sent a follow-up explanation to all guidance received thus far. Keep in mind that all of this guidance is for **OMA funded projects/supplies only**. Guidance is as follows:

- 1. Contracts for both supplies and services under \$25K must be approved by the first GO/SES in the chain.
- 2. Contracts paid by GPC under \$2.5K must be approved by the first COL/GS-15 in

the chain. (Note the exception to allow an O-5 Acting Cdr to have approval authority if in a Cdr position has been rescinded.)



FY 06-07 Western Region/Bde OMA FY 06 Funding FY 07

BDE/RGN	BDE/RGN OPERATIONS	RANGER Challenge	BN STB	INST SPT*	TOTAL
8	\$94.0	\$2.8	\$37.7	\$195.2	\$329.7
9	\$114.8	\$8.1	\$31.2	\$211.4	\$365.5
10	\$107.0	\$11.2	\$14.2	\$198.2	\$330.6
11	\$149.2	\$0.1	\$23.2	\$169.4	\$341.9
12	\$83.7	\$15.7	\$37.8	\$242.5	\$379.7
13	\$118.8	\$64.8	\$32.8	\$164.0	\$380.4
14	\$108.9	\$67.8	\$50.1	\$195.9	\$422.7
BDE TOTAL	\$776.4	\$170.5	\$227.0	\$1,376.6	\$2,550.5
RGN	\$6,101.6				\$6,101.6
TOTAL	\$6,878.0	\$170.5	\$227.0	\$1,376.6	\$8,652.1

BDE/RGN	BDE/RGN Operations	RANGER Challenge	BN STB	INST SPT	TOTAL
8	\$106.2	\$7.0	\$59.1	\$210.3	\$382.6
9	\$118.3	\$13.0	\$45.0	\$226.5	\$402.8
10	\$97.6	\$14.0	\$31.8	\$214.1	\$357.5
11*	\$113.5	\$7.0	\$43.1	\$183.8	\$347.4
12**	\$89.5	\$21.0	\$56.3	\$269.1	\$435.9
13*	\$108.9	\$66.7	\$52.1	\$176.2	\$403.9
14*	\$101.3	\$73.0	\$53.7	\$209.5	\$437.5
BDE TOTAL	\$735.3	\$201.7	\$341.1	\$1,489.5	\$2,767.6
RGN	\$7,658.7	•	•	-	\$7,658.7
TOTAL	\$8,394.0	\$201.7	\$341.1	\$1,489.5	\$10,426.3

^{*}FY 06 over-expenditures in comparison to FY 07 initial funding.

^{**} FY 07 initial \$\$ adjusted to FY 06 level of effort.

FY 06-07 Western Region/Bde MPA **Funding**

FY 07

DNE/DCM	BDE/RGN	RANGER	DNI CTD	INICT COTX	TOTAL
BDE/RGN	OPERATIONS	CHALLENGE	BN STB	INST SPT*	TOTAL
8	\$124.1		•	\$254.0	\$378.1
9	\$237.1		•	\$283.4	\$520.5
10	\$53.8		•	\$259.3	\$313.1
11	\$254.9		=	\$219.0	\$473.9
12	\$81.8	•	•	\$340.5	\$422.3
13	\$121.0	•	•	\$216.6	\$337.6
14	\$113.1	•	-	\$85.3	\$198.4
BDE TOTAL	\$985.8	\$0.0	\$0.0	\$1,658.1	\$2,643.9
RGN	\$306.4		•		\$306.4
TOTAL	\$1,292.2	\$0.0	\$0.0	\$1,658.1	\$2,950.3

BDE/RGN	BDE/RGN OPERATIONS	RANGER Challenge	BN STB	INST SPT	TOTAL
8	\$207.7	•	•	\$253.9	\$461.6
9	\$221.6	-	-	\$283.4	\$505.0
10	\$206.0	•	•	\$259.4	\$465.4
11	\$174.2		•	\$219.0	\$393.2
12	\$252.4	•	•	\$340.5	\$592.9
13	\$173.1	•	•	\$216.6	\$389.7
14	\$201.2	•	•	\$256.3	\$457.5
BDE TOTAL	\$1,436.2	•		\$1,829.1	\$3,265.3
RGN	\$306.4				\$306.4
TOTAL	\$1,742.6	•	ı	\$1,829.1	\$3,571.7

G4/8 "Did You Know" Issues

- **✓ FY 07 FUNDING ADJUSTMENTS**:
- ✓ <u>Ranger Challenge</u>:
 - -- Funding above FY 06 level of effort
 - -- Email Oct 06 with \$ amounts to each Region
- ✓ Brigade Standardized Training Budgets (STB):
 - -- Will fund 100% of the STB
 - -- Funding distribution not yet finalized
- ✓ Support Installation/BN FTX Funding:
- -- Will fund 100% of the template level for <u>FTX</u> requirements at each support installation
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G4/8 "Did You Know" Issues

✓ Cadet Rank (velcro) for ACU: Awaiting approval from Army G1, CSM Easley. Once received, G4/8 will notify all BNs to order from contract vendor list provided by DCSPIL, TRADOC.

✓ Parking & GYM Fees:

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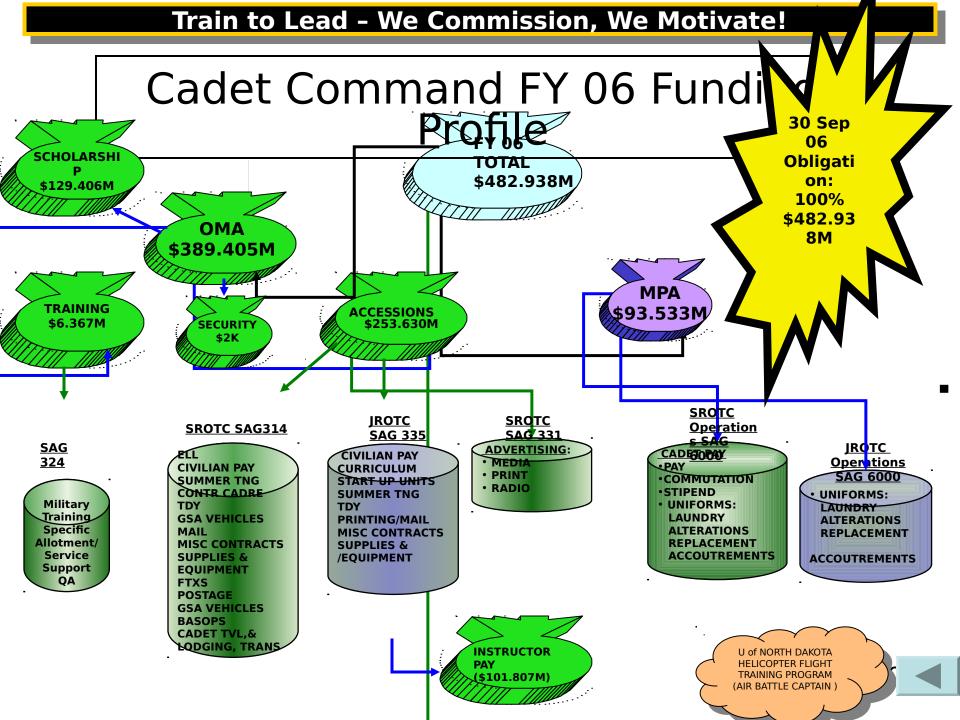
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Train to Lead - We Commission, We Motivate! UPDATED 1-N LIST - SROTC PENDING \$20.6

		<u></u>		— •			_	
	Ι	· Tie		0	H	Fur	nde	ed"
	Priority	Program Must Fund	$\Box_{\mathbf{T}}$	OTAL	\$A	MT (CUM)	MDEP	IMPACT
TIER 0								
	1	Scholarships	\$	128.100	\$	128.100	TRRS	9.150 Scholarships in affect
	2	ALT Staffing Funding Levels (1)	\$	42.000	\$	170.100	TROT	Staffing Levels of 558 for FY 07
	3	SROTC Civilian Pav	\$	44.418	\$	214.518	TROT	Funds Civilian Pay for FY 07
							TROT/	Support LDAC Operations (All costs, plus Cadre & Cadet
	4	LDAC Operations	\$	8.610	\$	223.128		Travel)
							TROT/	Supports LTC Operations (All costs, plus Cadre & Cadet
	5	LTC Operations	\$	3.671	\$	226.799		Travel)
							TROT/	Support for GSA Vehicle Fleet (619+ Fleet) for LDAC/LTC, all
	6	GSA Vehicle Operations	\$	3.460	\$	230.259		Ran/Bde/Bn Support & HOCC
		Bde Funded Cadet Local Training Events						Brigade level support for cadet travel funds for local STB, and
	7	x 2 per FY, and Ranger Challenge	4	1.433	<u>.</u>	231.692	TDDC	also supports Ranger Challenge.
	 	X 2 DG F1. ditt Rditte Citaliente	-3-	1.430	3	<u> </u>	INNS	laisu suududis Rahusi Chahende.
		Bn Funded Cadet Local Training for						Battalion level support for cadet travel funds for FTXes and
	8	FTXes (2) and Ranger Challenge	\$	1.283	\$	232.975	TRRS	Ranger Challenge (Support Installation) (\$4.7K avg per school)
								Spts 60% of requirements for Unit Operations (\$7.5K Avg per
	8	273 SROTC Unit Operations	\$	2.060	\$	235.035	TROT	school)
	9	MTSA/MTSS	\$	8.186	\$	243.221	TTDY	2LT Travel to BOLC
								Supports 100% CTLT, including 128 Nurse Summer Training
								Program (NSTP) slots NEED TO VERIFY
	<u>l</u> 11	CTLT Cadet Training	\$	1.648	\$	244.869	TRRS	REQUIREMENT/\$\$
								100% Funding for CPFT: 1,200 Airborne, 120 Air Assault, 120
								M. Warfare, 12 N. Warfare, 32 CFT, & 32 UKOTC NEED TO
	12	CPFT Events	\$	1.643	\$	246.512	TRRS	VERIFY REOUIREMENT/\$\$
	13	CG Flex Account	4	2.783				Direct use by CG/CofS Only
	 13		-3	ک _ه /0.)	3	245,250	VANIOUS	IDIEG. ISC BY CO/COIS ONLY

\$ 249,295

FUNDED PROGRAM

Train to Lead - We Commission, We Motivate! UPDATED 1-N LIST - SROTC PENDING \$20.6

Priority Program Must Find ET 3, Unfunded IMP. TIER 3 Significant Risk (Decrement) 1000/ Funding for Con C. Many	ACT
TIER 3 Significant Risk (Decrement) Inc	
i i i liup'a fimanatar (200). War	shall Seminar for 273 top-
1 SR George C. Marshall Seminar \$ 0.600 \$ 0.600 TROT ranked cadets	
Cadre Courses: 6 PCC; 4 ROO;	4 HRA: 3 LOG: 1 MHIC. 50
FDC; Brigade Leader's Tng Cou	
2 Cadre Training Courses \$ 1.971 \$ 2.571 TROT SOCC.	dis, distribution Learning
3 Civilian Pay Hire Lag Risk \$ 0.705 \$ 3.276 TROT 1.6% risk in civilian pay program	m
Staffing Levels of +62 for a total	
4 Alternate Staffing Funding Level (2) \$ 4.667 \$ 7.943 TROT 07 (75.269 each)	of one of the section
ELL Program for Puerto Rico S	Schools - 50 Bilingual Speaking
5 English as a Learned Language \$ 0.525 \$ 8.468 TROT Commissionees	and so amagem speciming
Reduces ability to pay parking a	and own fees for selected ROTC
6 Parking and Gym Fees \$ 0.467 \$ 8.935 TROT units	g,
C2 Travel, Rgn/Bde/Unit level, a	and Combat Lifesaver Tng -
7 C2 Command and Control Travel \$ 3.864 \$ 12.799 TROT 80% support effort.	
	anto for I buit On antions (total
Spts +15% additional requirement 8 273 SROTC Unit Operations (2) \$ 0.707 \$ 13.506 TROT revised amount = 70%; plus RO	
9 Other Support 5 0.162 \$ 13.668 Various and Security	ing Spt, Quanty Assurance,
9 Other Support \$ 0.162 \$ 13.668 Various and Security 10 Services/Supplies/Equipment \$ 2.250 \$ 15.918 TROT General Services/Contracts for 2	OTO Prog. O Demo. A CC 11000
10 Service/Subone/Foundment: \$ 2.250 \$ 15.918 FROT General Service/Contract for 2 Rons and 11 Command Contractual Actions \$ 2.431 \$ 18.349 TROT Contract Support for 2 Rons and	
Communications/Postage/ Printing for all Supports Base Operations for all levels \$ 1.275 \$ 19.624 TROT postage and printing	ii programs - communications,
Cancel 18 FDC, 1 HRA, and 1 L	or Course = \$660K. Mil
14 Cadre Training Courses \$ 0.718 \$ 20.342 TROT History \$58K	og course – socorc, mir
C2 Command & Control Travel - C2 Travel, Rgn/Bde/Unit Level,	& Combat Lifesaver Ther-
15 SROTC \$ 0.966 \$ 21.308 TROT 20% support effort.	& Combat Lifesaver Ting-
Staffing Levels of +32 for a total	of 652 funded positors for EV
16 ALT Staffing Funding Levels \$ 2.408 \$ 23.716 TROT 07	or one runded positions for 11
17 Oversight and Compliance Travel \$ 1.091 \$ 24.807 TROT Bde Visits/Inspections, Comman	ed Inspection Program Reduced
Additional 25% of requirements	
18 SR Unit Support (Template) \$ 1.200 \$ 26.007 TROT Avg per school)	sior Clir Operations (\$3.510
65% Reduction to Support Effor	rt (Communications ISSA
19 Command Support (BASOPS) \$ 1.700 \$ 27.707 TROT Issues SI Staff ER)	it (Cumminations, 1554
20 COI Conferences \$ 0.260 \$ 27.967 TROT HBCU/HACU \$70K /AFAP \$90	
21 Bachelor Housing \$ 0.085 \$ 28.052 TROT 35% Reduction to Bachelor Hou	
22 100% LifeCvde Replacement \$ 0.200 \$ 28.252 TROT Reduces 100% of ACC HOS Life	

1-N LIST - JROTC

	<u>Priority</u>	<u>Program Must Fund</u>	_	TOTAL	\$ /	AMT (CUM)	IMPACT
TIER 0			-				
		Retired Instructor Pav	\$	105.685			97% support level of Instructor Pav
		Civilian Pav	\$	6.100			Funds Civilian Pay for FY 07
		GSA Vehicle Spt	\$	0.085			Supports 81 GSA vehicles for Brigade level support
	4	1.645 I ROTC Unit Operations	\$	4.255	S	116.125	Supports 50% Required: \$2.6K per unit
TIER 1		Minimal Risk					
	5	George C. Marshall Symposium	\$	0.435	\$	0.435	Training event for 144 I ROTC top rated cadets
	6	I ROTC Certification Training	\$	0.598	\$	1.033	Supports 12 Certification Classes for 600 Instructors
TIER 2		<u>Moderate Risk</u>					Impact
	7	C2 Command & Control Travel - I ROTC	s.	1.501	\$	1.501	C2 Travel. Ran/Bde/Unit Level
	8	I ROTC Services/Contracts	\$	1.758	\$	3.259	General Services/Contracts for 1.640 Units & HOS Operations
	9	I ROTC Supplies & Equipment	\$	0.196	\$	3.455	General Supplies/Equipment for HOs Operations
	10	I ROTC Curriculum Support	\$	0.253	\$	3.708	Funds only 12% of Curriculum Requirements (textbooks/printing)
		FUNDED PROGRAM			\$	120.866	
TIER 3		Significant Risk (Decrement)					Jmpact
	11	I ROTC Instructor Training	\$	0.465	\$	0.465	Eliminates 12 Certification Classes for 600 Retired Instructors
	12	l ROTC Classroom Equipment	\$	6.100	\$		Eliminates support of 2D Classroom Equipment for 765 Schools
					١.		Eliminates 100% of J ROTC J CLC Events (120 Training Events for
	13	I ROTC I CLC	\$	2.372	\$		27.000 Cadets
					١.		Eliminates purchase of 4500 Drill Rifles for 94 J ROTC units (48
-	14	I ROTC Facsimilie Rifle	\$	0.800	\$		each unit)
	۱	L DOTO Comical and	_	2.052	_		Eliminates 100% Curriculum CD/DVD, Updated Tng Package in
		I ROTC Curriculum	\$	2.840			Support of 1.640 Units
		Retired Instructor Pav	<u>\$</u>	3.200			Risk for Hire Lag \Reduce 3d. 4th and 5th Instr Levels
		I ROTC Region and Brigade Cuts	\$	4.687	\$		Transfer of Ran \$ to HOS / Reduction to Bdes
	18	I ROTC Contract Reduction	\$	1.200	<u>s</u>		Reduction in contractual support
	l	L BOTC Unit Comment	_	4 225	_		Eliminates 50% of Unit Operational Support (Template
	20	I ROTC Unit Support	\$	4.225	\$		Requirements)
]	L DOTG Toward	_	0.050	_		Eliminates 50% of Staff Inspections/Command Inspection
		I ROTC Travel	5	0.959			Program
	23	I ROTC Replacement Schools	\$	0.294			Eliminates attrition programs (5)
		Decrement Total			\$	27.142	

FM 6-22

Bottom Line Up Front:

- FM 6-22 will <u>eventually</u> change our LDP process.
 - No estimate when this will occur
- Will not occur until after HQDA changes and implements a <u>new OER</u>
- USACC phased implementation:
 - 1. Train cadre first
 - 2. Implement on campus
 - 3. Implement at LDAC / LTC

FM 22-100 Summary

- Focus on <u>23 Leadership Dimensions</u>
 Values, Attributes, Skills, and Actions
- Application of Skills and Actions
 Dimensions at Three Levels of Leadership
 - Direct
 - Organizational
 - Strategic

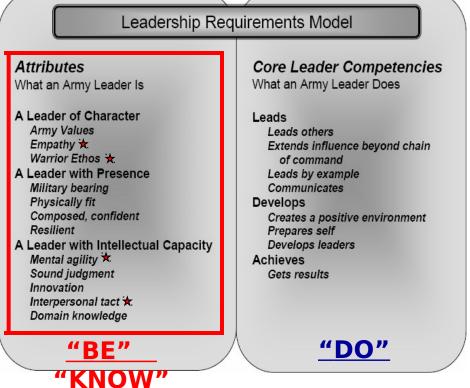
FM 6-22 Summary

- •Focus on <u>3 Leadership Requirements</u> and <u>3 Core Leader Competencies</u>
- Overviews Leadership Definition and Foundations
- Examines Leadership Roles, Levels, and Teams
- •Explains Leader Character, Presence, and Intelligence
- Defines and Applies Leader Competer Three Levels of Leadership



Be, Know, Do







Spring Semester Focus (SY06/07)

(Jan – May)

- Fill LTC allocations
 - Use LTC OML to fill all training opportunities
 - Shape conditions for LTC conditional and final contracting
- Understand/counsel MSIII Cadets on Reserve Component and ADSO options
- Implement Marketing Plan for lateral entry Cadets
- Prepare Cadets/Cadre for LDAC/LTC
- Prepare for commissioning
- Prepare and execute Joint FTXs/Socials/Ceremonies
- Interview Four-Year Scholarship applicants
- Develop summer recruiting plan
- Begin preparation of accession packets



Army Combat Uniform/Flag

Backup history as of 2 Nov 06: Timeline on ACUs:

- 1. DA initial message ALARACT 078/2005, subject: Army Combat Uniform (ACU) Ensemble, Paragraph 8. The ACU mandatory possession dates (MPD) are as follows:
- 4 each ACU by APR 2010 (ROTC).
- 2. April 06, USAAC and USACC G4/8 had a conference call to initiate the acquisition of ACUs for SROTC. Decision was to do a test of 2 brigades for purchase of ACU's for MS III and IV's only. (Conducted at 7th and 13th Brigades)
- 3. Memorandum, signed by COL Garcia, 25 July 2006, subject: Implementing Instructions for Senior Reserve Officers' Training Corps (SROTC) Cadet Wear of the Army Combat Uniform (ACU) memorandum to Region Commanders. Fielding will be for MS III's and IV's. (Email from CofS, 27 July 06).
- 4. 26 Sep 2006: G4/8 coordinated with Eastern Rgn HQs and requisitioned 10,750 ACUs (coats/trousers) and 20,000 velcro US Flag with FY06 year end funds. Due to lateness of FY, all items were ordered to be initially shipped to Eastern Region.
- 5. Current status of ACUs is "prepared for shipment, but no date of release as of 2 Nov 06."



Typical Cadet Command Battalion

147 (54%) Battalions short at least one Cadre/Support member

Trainers

Work Force Management Efficiencies (WFME) cuts; 38 (FY 08 = 19, FY 09 = 19)

> Support Pers.

MP2 DA G1 Manning Priority (90% AD fill for Cadet CMD)

- Without contact replacement / under lap of key positions
- NBQ CPTs lack requisite experience (77 assigned)
- CFD Officers early "pullouts" (< 24 MOS TOS)

= Personnel Shortages

= Affects of personnel sho**rem**

PMS AC/AGR **APMS** ACIAGR Contractor THE MCO SMI / APMS AC/Cont ΔC **Admin Tech** ROO **AC/Cont** DAC/Cont Secretary Supply University DAC or DAC

= Active

26

Component = Active

• GWOT TCS Personnel Taskings

- = 15TT Personnel Assignments =
- USAR AGR APMS Fill Rate 70%
- Contractor Mobilizations = 77
- 58 of 77 (75%) backfilled with

Active Duty Military Authorizations History

FY00 - Off 812/Enl 1008 = 1820

FY07 - Off 785/Enl 641 =

Civilian Personnel Shortages
VCSA Civ Hiring Restrictions
Permanent Army Only Impacts Quality and Pool of
Candidates

Process - Has Created Underlap

<u>Shortages</u> 882 Auth / 814 Asgn = 92%

26 Civ vacancies
Loss of Over hires

Personnel Shortages increase Cadre / Cadet Ratio:

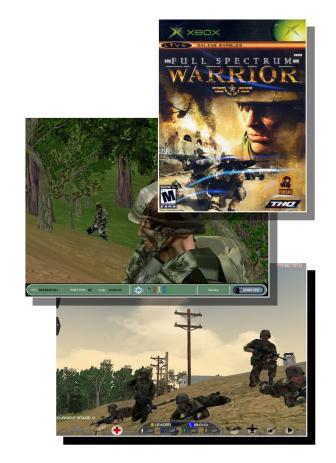
- Negatively impacts leader development
- Increase risks and safety with field training
- Adversely affects recruiting and retention

no help on the way; help us keep what

Contracto

Full Spectrum Suite of Immersive Training Games

- Initial set of game-based training tools built by the ICT
 - Full Spectrum Command command a light infantry company operating against asymmetric threats in a MOUT environment
 - Full Spectrum Leader lead a platoon operating against an asymmetric threat in a MOUT environment
 - Full Spectrum Warrior lead a light infantry squad operating against asymmetric threats in a Middle Eastern urban environment





Full Spectrum Leader 1.5

- PC-based training aid
- Light Infantry Platoon
- Asymmetric Threat
- Mission Analysis
- Mission Planning
- Mission Execution
- •AAR featuring "Explainable A.I."



FSL Features

- Control of United States Army Platoon
- 3rd Person View
- Intuitive user interface
- Platoon Leader fights the plan with light infantry smal arms
- Deliberate Attack and Hasty defense missions
- CASEVAC, CAS, Artillery





STATS

LTC and Above Awards Submitted

2005

- LTC'S
 - 78 MSM's Submitted (2 downgraded)
 - 34 LOM's Submitted (33 Retirements, 1 PCS)
 - 14 total approved
- COL's
 - 1 MSM Submitted (approved)
 - 1 DSM (Downgraded by TRADOC)
 - 12 LOM's Submitted (9 Retirements, 3 PCS)
 - 11 LOM's awarded, 1 Downgraded

2006

- LTC'S
 - 75 MSM's Submitted (all approved)
 - 50 LOM's Submitted
 - 23 LOM's approved (22 Retirements, 1 PCS)
 - 27 LOM's downgraded to MSM
- COL'S
 - 4 MSM's Submitted (all approved)
 - 8 LOM's Submitted (5 Retirement, 3 PCS)
 - 7 LOM's approved
 - 1 LOM downgraded (PCS)
 - 1 DSM Submitted (Pending)



Sandhurst Memo

ATCC-TR

OCT 3 1 2006

MEMORANDUM FOR All Personnel Assigned or Attached to U.S. Army Cadet Command (USACC)

SUBJECT: United States Military Academy (USMA) Sandhurst 2007 Policy Memorandum

- 1. **Purpose.** To establish policy concerning USACC involvement in the 2007 USMA Sandhurst Competition.
- 2. **Bottom Line.** Cadet Command will not sponsor any Sandhurst teams to compete in the 2007 USMA Sandhurst competition, nor will we obligate any resources (to include cadre) to prepare for or compete in the competition in the upcoming year. Cadets can compete under the sponsorship of their college or university only.
- 3. Restrictions. The following restrictions apply:
 - a. There will be no USACC Cadre involvement.
- b. Cadet participation will not interfere or take the place of any scheduled Reserve Officers' Training Corps (ROTC) training (PT, Class, Lab or FTXs).
- c. A college or university sponsored team will not be filled exclusively with Army ROTC Cadets. Our Cadets will only compete if it is a composite team comprised of a variety of sister services or university students.
- d. Cadets must compete under the banner of the college or university they represent and not as a member of Cadet Command. If the team uniform for the competition is the BDU, Cadets will not wear the Leadership Excellence patch or a university ROTC patch during train-up or at the competition. This includes flying Army ROTC guidons or banners.
- e. Cadet Command will not fund / resource the train-up or the competition. This includes using GSA fleet vehicles or U.S. Army ammunition.



Three Semester Option

ATCC-TR OCT 0 6 2006

MEMORANDUM FOR

Region and Brigade Commanders, U.S. Army Cadet Command Professors of Military Science, U.S. Army Cadet Command Directors and Special Staff, Headquarters, U.S. Army Cadet Command

SUBJECT: Three Semester Training Option for Mission Set (MS) 08

- 1. The purpose of this memorandum is to announce the continued implementation of Cadet Command's "Three Semester Training Option".
- 2. Background: Based on expected MS07 commissioning shortfall, USACC implemented a three semester training option during SY 05/06 designed to support our commissioning mission. The command responded by recruiting and training approximately 80 Cadets using this program. Due to the success of this program and the continued commissioning shortfall, this program is extended in support of the MS08 commissioning mission.
- Guidance: The three-semester accelerated commissioning course is a temporary program, now applicable only to MS 08 Cadets. Regardless how a Cadet achieves Basic Course credit (prior military service, three years of JROTC experience, two years of Service Academy attendance, LTC attendance as an AEO Cadet or through ACCT), they must successfully complete all professional military education requirements. Typically I do not approve requests to accelerate advanced course training (i.e. taking MSL 401 and 402 in the same semester); however, I realize this is the only way Cadet Command will successfully achieve our commissioning mission. For the MS08 cohort of new Cadets only, Region Commanders have permission to accelerate one semester of training without seeking a formal training waiver from my Headquarters. Furthermore, a training waiver is not required for this cohort to conduct an on-campus winter intercession, spring break session or summer school course of instruction to complete a MSL course. Freedom of movement to accomplish the required training is essential to our success. However, we cannot legally compress any advanced course instruction (combining two courses into one course). This initiative is Acceleration (taking two Military Science courses in one semester), not Compression



DoD MTF Exam Policy

ASSISTANT SECRETARY OF THE ARMY

18 December 1998

MEMORANDUM FOR:

ASSISTANT SECRETARY OF THE NAVY

ASSISTANT SECRETARY OF THE AIR FORCE **SUBJECT:** Policy Memorandum – Physical Examinations for ROTC Applicants

The Department of Defense (DoD) authorizes applicants for Service Academies, ROTC Scholarship Programs and the Uniformed Services University of the Health Sciences (USUHS) to accomplish their initial physical examination and additional testing/evaluations through Service Military Treatment Facilities (MTFs). Most scholarship applicants do not have any association or beneficiary status with DoD. The capability to give appointments for physical examinations to accession candidates has been significantly reduced. Additional operational commitments have also caused MTF Commanders to limit or cease commissioning examinations.

ROTC applicants and applicants to the Service Academies, USUHS, and Officer Training School should receive consistent scheduling priority to receive physical examinations and additional tests/evaluations in order to ensure timely and quality examinations. Applicants for entry into these programs and prospective flight personnel for the Air Force should be treated as mission related priorities with scheduling precedence associated with priority group 1 (as defined in ASD (HA) policy memorandum 97-041, 18 March 1997).

This policy is effective January 1, 1999. Please forward a formal implementation plan within 120 days. My point of contact for this project is COL Margaret Knapp, who may



Brigade Cluster Briefs

- PMSs learn more about their program during preparation
- PMSs garner good ideas from each other "Best Practices"
- Allows PMSs to look back at the "system" to determine the "why" of a situation
- Allows PMSs to look at their whole program and not just one or two aspects
- Brigade Commanders learn more about their programs
- CG "walks in the moccasins" of PMSs; uses anecdotes to "fight" higher battles
- CG puts out command guidance direct to PMSs; PMSs get into the CG's head
- PMS have the undivided attention of the CG for one day
- All get an understanding of the importance of issues at various levels of the cmd